## **DIRECT LABOR RATE RANGES**

			DIRECT LABOR RATE RANGE	
		Low	High	
Labor ID#	OASIS SB LABOR CATEGORY TITLE			
1	Junior Actuary	\$51.29	\$66.67	
2	Journeyman Actuary	\$63.63	\$84.53	
3	Senior Actuary	\$84.29	\$102.93	
4	SME - Actuary	\$107.49	\$132.58	
5	Junior Administrative Professional	\$24.14	\$31.20	
6	Journeyman Administrative Professional	\$28.91	\$36.41	
7	Senior Administrative Professional	\$35.35	\$43.48	
8	SME – Administrative Professional	\$43.49	\$52.57	
9	Junior Editor	\$30.02	\$38.64	
10	Journeyman Editor	\$35.77	\$46.07	
11	Senior Editor	\$50.32	\$63.58	
12	SME –Editor	\$64.67	\$80.43	
13	Junior Investigator	\$24.42	\$33.90	
14	Journeyman Investigator	\$30.16	\$39.78	
15	Senior Investigator	\$38.36	\$56.97	
16	SME - Investigator	\$48.46	\$72.16	
17	Junior Operations Research Analyst	\$38.38	\$53.64	
18	Journeyman Operations Research Analyst	\$46.72	\$76.34	
19	Senior Operations Research Analyst	\$62.26	\$90.00	
20	SME – Operations Research Analyst	\$79.30	\$119.74	
21	Junior Public Relations Specialist	\$29.80	\$44.30	
22	Journeyman Public Relations Specialist	\$35.63	\$55.09	
23	Senior Public Relations Specialist	\$48.57	\$83.71	
24	SME – Public Relations Specialist	\$62.01	\$110.66	
25	Junior Statistician	\$38.25	\$52.07	
26	Journeyman Statistician	\$47.76	\$66.55	
27	Senior Statistician	\$58.60	\$85.08	
28	SME - Statistician	\$74.11	\$109.44	
29	Junior Writer	\$32.90	\$46.97	
30	Journeyman Writer	\$39.04	\$55.28	
31	Senior Writer	\$56.66	\$90.00	
	1	1	l	

34     Journeyman Business and Financial Operations Specialist Group 1     \$51.36     \$81.2       35     Senior Business and Financial Operations Specialist Group 1     \$67.59     \$99.0       36     SME – Business and Financial Operations Specialist Group 1     \$86.40     \$129.3       37     Junior Business and Financial Operations Specialist Group 2     \$42.98     \$55.9       38     Journeyman Business and Financial Operations Specialist Group 2     \$50.43     \$71.1       39     Senior Business and Financial Operations Specialist Group 2     \$90.58     \$91.0       40     SME - Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       41     Junior Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       42     Journeyman Business and Financial Operations Specialist Group 3     \$53.90     \$74.7       44     SME - Business and Financial Operations Specialist Group 3     \$68.54     \$94.4       45     Junior Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Junior Business and Financial Operations Specialist Group 4     \$54.57     \$60.7       47     Senior Business and Financial Operati	32	SME – Writer	\$73.84	\$119.16
35     Senior Business and Financial Operations Specialist Group 1     \$67.59     \$99.0       36     SME – Business and Financial Operations Specialist Group 2     \$86.40     \$129.3       37     Junior Business and Financial Operations Specialist Group 2     \$42.98     \$55.9       38     Journeyman Business and Financial Operations Specialist Group 2     \$50.43     \$71.1       39     Senior Business and Financial Operations Specialist Group 2     \$90.58     \$115.6       40     SME – Business and Financial Operations Specialist Group 2     \$90.58     \$115.6       41     Junior Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       42     Journeyman Business and Financial Operations Specialist Group 3     \$43.85     \$65.9       43     Senior Business and Financial Operations Specialist Group 3     \$68.54     \$94.4       44     SME - Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Journeyman Business and Financial Operations Specialist Group 4     \$41.90     \$52.7       47     Senior Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       48     SME - Business and Financial Operat	33	Junior Business and Financial Operations Specialist Group 1	\$40.49	\$61.39
36     SME – Business and Financial Operations Specialist Group 1     \$86.40     \$129.3       37     Junior Business and Financial Operations Specialist Group 2     \$42.98     \$55.9       38     Journeyman Business and Financial Operations Specialist Group 2     \$50.43     \$71.1       39     Senior Business and Financial Operations Specialist Group 2     \$90.58     \$115.8       40     SME - Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       41     Junior Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       42     Journeyman Business and Financial Operations Specialist Group 3     \$43.85     \$56.9       43     Senior Business and Financial Operations Specialist Group 3     \$53.90     \$74.7       44     SME - Business and Financial Operations Specialist Group 3     \$66.54     \$94.4       45     Junior Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Journeyman Business and Financial Operations Specialist Group 4     \$41.90     \$52.7       47     Senior Business and Financial Operations Specialist Group 4     \$54.0     \$60.7       48     SME - Business and Financial Operatio	34	Journeyman Business and Financial Operations Specialist Group 1	\$51.36	\$81.24
37     Junior Business and Financial Operations Specialist Group 2     \$42.98     \$55.9       38     Journeyman Business and Financial Operations Specialist Group 2     \$50.43     \$71.1       39     Senior Business and Financial Operations Specialist Group 2     \$71.36     \$90.0       40     SME - Business and Financial Operations Specialist Group 2     \$90.58     \$115.8       41     Junior Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       42     Journeyman Business and Financial Operations Specialist Group 3     \$43.85     \$56.9       43     Senior Business and Financial Operations Specialist Group 3     \$68.54     \$94.4       44     SME - Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       45     Junior Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Journeyman Business and Financial Operations Specialist Group 4     \$54.57     \$60.7       47     Senior Business and Financial Operations Specialist Group 4     \$54.50     \$60.7       48     SME - Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       48     SME - Business and Financial Operatio	35	Senior Business and Financial Operations Specialist Group 1	\$67.59	\$99.02
38     Journeyman Business and Financial Operations Specialist Group 2     \$50.43     \$71.1       39     Senior Business and Financial Operations Specialist Group 2     \$71.36     \$90.0       40     SME - Business and Financial Operations Specialist Group 2     \$90.58     \$115.8       41     Junior Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       42     Journeyman Business and Financial Operations Specialist Group 3     \$43.85     \$56.9       43     Senior Business and Financial Operations Specialist Group 3     \$68.54     \$94.4       44     SME - Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       45     Junior Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Journeyman Business and Financial Operations Specialist Group 4     \$54.57     \$60.7       47     Senior Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       48     SME - Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       49     Junior Engineer Group 1     \$70.06     \$76.5       49     Junior Engineer Group 1     \$10.05     \$70.06 </td <td>36</td> <td>SME – Business and Financial Operations Specialist Group 1</td> <td>\$86.40</td> <td>\$129.38</td>	36	SME – Business and Financial Operations Specialist Group 1	\$86.40	\$129.38
39     Senior Business and Financial Operations Specialist Group 2     \$71.36     \$90.0       40     SME - Business and Financial Operations Specialist Group 2     \$90.58     \$115.8       41     Junior Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       42     Journeyman Business and Financial Operations Specialist Group 3     \$43.85     \$56.9       43     Senior Business and Financial Operations Specialist Group 3     \$68.54     \$94.4       44     SME - Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       45     Junior Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Journeyman Business and Financial Operations Specialist Group 4     \$41.90     \$52.7       47     Senior Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       48     SME - Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       49     Junior Engineer Group 1     \$70.06     \$76.5       49     Junior Engineer Group 1     \$105.73     \$121.5       50     Journeyman Engineer Group 1     \$105.73     \$121.5 <t< td=""><td>37</td><td>Junior Business and Financial Operations Specialist Group 2</td><td>\$42.98</td><td>\$55.94</td></t<>	37	Junior Business and Financial Operations Specialist Group 2	\$42.98	\$55.94
40   SME - Business and Financial Operations Specialist Group 2   \$90.58   \$115.8     41   Junior Business and Financial Operations Specialist Group 3   \$36.38   \$46.5     42   Journeyman Business and Financial Operations Specialist Group 3   \$43.85   \$56.9     43   Senior Business and Financial Operations Specialist Group 3   \$53.90   \$74.7     44   SME - Business and Financial Operations Specialist Group 4   \$34.66   \$44.0     45   Junior Business and Financial Operations Specialist Group 4   \$41.90   \$52.7     47   Senior Business and Financial Operations Specialist Group 4   \$41.90   \$52.7     48   SME - Business and Financial Operations Specialist Group 4   \$70.06   \$76.5     49   Junior Engineer Group 1   \$70.90   \$76.9     50   Journeyman Engineer Group 1   \$105.73   \$121.5     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$74.44   \$96.9     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 3	38	Journeyman Business and Financial Operations Specialist Group 2	\$50.43	\$71.16
41     Junior Business and Financial Operations Specialist Group 3     \$36.38     \$46.5       42     Journeyman Business and Financial Operations Specialist Group 3     \$43.85     \$56.9       43     Senior Business and Financial Operations Specialist Group 3     \$53.90     \$74.7       44     SME - Business and Financial Operations Specialist Group 3     \$68.54     \$94.4       45     Junior Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Journeyman Business and Financial Operations Specialist Group 4     \$41.90     \$52.7       47     Senior Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       48     SME - Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       49     Junior Engineer Group 1     \$70.90     \$76.9       50     Journeyman Engineer Group 1     \$105.73     \$121.5       51     Senior Engineer Group 1     \$134.40     \$160.5       53     Junior Engineer Group 2     \$49.17     \$64.7       54     Journeyman Engineer Group 2     \$74.44     \$96.9       55     Senior Engineer Group 2     \$74.4	39	Senior Business and Financial Operations Specialist Group 2	\$71.36	\$90.00
42   Journeyman Business and Financial Operations Specialist Group 3   \$43.85   \$56.9     43   Senior Business and Financial Operations Specialist Group 3   \$53.90   \$74.7     44   SME - Business and Financial Operations Specialist Group 4   \$34.66   \$44.0     45   Junior Business and Financial Operations Specialist Group 4   \$34.66   \$44.0     46   Journeyman Business and Financial Operations Specialist Group 4   \$41.90   \$52.7     47   Senior Business and Financial Operations Specialist Group 4   \$54.57   \$60.7     48   SME - Business and Financial Operations Specialist Group 4   \$70.06   \$76.5     49   Junior Engineer Group 1   \$70.90   \$76.9     50   Journeyman Engineer Group 1   \$88.23   \$109.3     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$74.44   \$96.9     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 3   \$51.51   \$	40	SME - Business and Financial Operations Specialist Group 2	\$90.58	\$115.83
43   Senior Business and Financial Operations Specialist Group 3   \$53.90   \$74.7     44   SME - Business and Financial Operations Specialist Group 3   \$68.54   \$94.4     45   Junior Business and Financial Operations Specialist Group 4   \$34.66   \$44.0     46   Journeyman Business and Financial Operations Specialist Group 4   \$41.90   \$52.7     47   Senior Business and Financial Operations Specialist Group 4   \$54.57   \$60.7     48   SME - Business and Financial Operations Specialist Group 4   \$70.06   \$76.5     49   Junior Engineer Group 1   \$70.90   \$76.9     50   Journeyman Engineer Group 1   \$88.23   \$109.3     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$74.44   \$96.9     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$61.33   \$80.1	41	Junior Business and Financial Operations Specialist Group 3	\$36.38	\$46.54
44   SME - Business and Financial Operations Specialist Group 3   \$68.54   \$94.4     45   Junior Business and Financial Operations Specialist Group 4   \$34.66   \$44.0     46   Journeyman Business and Financial Operations Specialist Group 4   \$41.90   \$52.7     47   Senior Business and Financial Operations Specialist Group 4   \$54.57   \$60.7     48   SME - Business and Financial Operations Specialist Group 4   \$70.06   \$76.5     49   Junior Engineer Group 1   \$70.90   \$76.9     50   Journeyman Engineer Group 1   \$88.23   \$109.3     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$61.33   \$80.1     61   Junior Engineer	42	Journeyman Business and Financial Operations Specialist Group 3	\$43.85	\$56.90
45     Junior Business and Financial Operations Specialist Group 4     \$34.66     \$44.0       46     Journeyman Business and Financial Operations Specialist Group 4     \$41.90     \$52.7       47     Senior Business and Financial Operations Specialist Group 4     \$54.57     \$60.7       48     SME - Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       49     Junior Engineer Group 1     \$70.90     \$76.9       50     Journeyman Engineer Group 1     \$88.23     \$109.3       51     Senior Engineer Group 1     \$105.73     \$121.5       52     SME - Engineer Group 1     \$134.40     \$160.5       53     Junior Engineer Group 2     \$49.17     \$64.7       54     Journeyman Engineer Group 2     \$57.26     \$81.0       55     Senior Engineer Group 2     \$74.44     \$96.9       56     SME - Engineer Group 3     \$51.51     \$73.1       58     Journeyman Engineer Group 3     \$61.33     \$80.1       59     Senior Engineer Group 3     \$72.09     \$90.0       60     SME - Engineer Group 4     \$60.4	43	Senior Business and Financial Operations Specialist Group 3	\$53.90	\$74.76
46   Journeyman Business and Financial Operations Specialist Group 4   \$41.90   \$52.7     47   Senior Business and Financial Operations Specialist Group 4   \$54.57   \$60.7     48   SME - Business and Financial Operations Specialist Group 4   \$70.06   \$76.5     49   Junior Engineer Group 1   \$70.90   \$76.9     50   Journeyman Engineer Group 1   \$88.23   \$109.3     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$72.6   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$74.44   \$96.9     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 4   \$46.22   \$60.4     61   Junior Engineer Group 4   \$66.08   \$72.3 <t< td=""><td>44</td><td>SME - Business and Financial Operations Specialist Group 3</td><td>\$68.54</td><td>\$94.47</td></t<>	44	SME - Business and Financial Operations Specialist Group 3	\$68.54	\$94.47
47     Senior Business and Financial Operations Specialist Group 4     \$54.57     \$60.7       48     SME - Business and Financial Operations Specialist Group 4     \$70.06     \$76.5       49     Junior Engineer Group 1     \$70.90     \$76.9       50     Journeyman Engineer Group 1     \$88.23     \$109.3       51     Senior Engineer Group 1     \$105.73     \$121.8       52     SME - Engineer Group 1     \$134.40     \$160.5       53     Junior Engineer Group 2     \$49.17     \$64.7       54     Journeyman Engineer Group 2     \$57.26     \$81.0       55     Senior Engineer Group 2     \$74.44     \$96.9       56     SME - Engineer Group 2     \$74.44     \$96.9       57     Junior Engineer Group 3     \$51.51     \$73.1       58     Journeyman Engineer Group 3     \$61.33     \$80.1       59     Senior Engineer Group 3     \$72.09     \$90.0       60     SME - Engineer Group 4     \$46.22     \$60.4       61     Junior Engineer Group 4     \$72.38     \$77.9       63     Senior Engine	45	Junior Business and Financial Operations Specialist Group 4	\$34.66	\$44.06
48   SME - Business and Financial Operations Specialist Group 4   \$70.06   \$76.5     49   Junior Engineer Group 1   \$70.90   \$76.9     50   Journeyman Engineer Group 1   \$88.23   \$109.3     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$56.08   \$72.3     64   SME - Engineer Group 5   \$37.20   \$46.7     65   Junior Engineer Group 5   \$	46	Journeyman Business and Financial Operations Specialist Group 4	\$41.90	\$52.79
49   Junior Engineer Group 1   \$70.90   \$76.9     50   Journeyman Engineer Group 1   \$88.23   \$109.3     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$56.08   \$72.3     64   SME - Engineer Group 5   \$37.20   \$46.7     65   Junior Engineer Group 5   \$44.36   \$54.7	47	Senior Business and Financial Operations Specialist Group 4	\$54.57	\$60.70
50   Journeyman Engineer Group 1   \$88.23   \$109.3     51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$56.08   \$72.3     62   Journeyman Engineer Group 4   \$56.08   \$72.3     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	48	SME - Business and Financial Operations Specialist Group 4	\$70.06	\$76.53
51   Senior Engineer Group 1   \$105.73   \$121.5     52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	49	Junior Engineer Group 1	\$70.90	\$76.97
52   SME - Engineer Group 1   \$134.40   \$160.5     53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	50	Journeyman Engineer Group 1	\$88.23	\$109.37
53   Junior Engineer Group 2   \$49.17   \$64.7     54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	51	Senior Engineer Group 1	\$105.73	\$121.54
54   Journeyman Engineer Group 2   \$57.26   \$81.0     55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	52	SME - Engineer Group 1	\$134.40	\$160.50
55   Senior Engineer Group 2   \$74.44   \$96.9     56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	53	Junior Engineer Group 2	\$49.17	\$64.72
56   SME - Engineer Group 2   \$92.66   \$123.7     57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	54	Journeyman Engineer Group 2	\$57.26	\$81.07
57   Junior Engineer Group 3   \$51.51   \$73.1     58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	55	Senior Engineer Group 2	\$74.44	\$96.92
58   Journeyman Engineer Group 3   \$61.33   \$80.1     59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	56	SME - Engineer Group 2	\$92.66	\$123.71
59   Senior Engineer Group 3   \$72.09   \$90.0     60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	57	Junior Engineer Group 3	\$51.51	\$73.10
60   SME - Engineer Group 3   \$88.37   \$111.0     61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	58	Journeyman Engineer Group 3	\$61.33	\$80.11
61   Junior Engineer Group 4   \$46.22   \$60.4     62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	59	Senior Engineer Group 3	\$72.09	\$90.00
62   Journeyman Engineer Group 4   \$56.08   \$72.3     63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	60	SME - Engineer Group 3	\$88.37	\$111.00
63   Senior Engineer Group 4   \$72.38   \$77.9     64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	61	Junior Engineer Group 4	\$46.22	\$60.43
64   SME - Engineer Group 4   \$90.55   \$92.9     65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	62	Journeyman Engineer Group 4	\$56.08	\$72.35
65   Junior Engineer Group 5   \$37.20   \$46.7     66   Journeyman Engineer Group 5   \$44.36   \$54.7	63	Senior Engineer Group 4	\$72.38	\$77.93
66 Journeyman Engineer Group 5 \$44.36 \$54.7	64	SME - Engineer Group 4	\$90.55	\$92.94
	65	Junior Engineer Group 5	\$37.20	\$46.70
07 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	66	Journeyman Engineer Group 5	\$44.36	\$54.73
67   Senior Engineer Group 5   \$55.61   \$57.7	67	Senior Engineer Group 5	\$55.61	\$57.78
68 SME - Engineer Group 5 \$68.94 \$70.3	68	SME - Engineer Group 5	\$68.94	\$70.38

69	Junior Manager Group 1	\$62.44	Page 3 \$83.76
70	Journeyman Manager Group 1	\$77.31	\$113.67
71	Senior Manager Group 1	\$94.76	\$131.48
72	SME - Manager Group 1	\$120.99	\$171.30
73	Junior Manager Group 2	\$64.06	\$86.98
74	Journeyman Manager Group 2	\$75.34	\$107.89
75	Senior Manager Group 2	\$94.11	\$116.98
76	SME - Manager Group 2	\$119.23	\$142.84
77	Junior Manager Group 3	\$52.69	\$66.27
78	Journeyman Manager Group 3	\$63.76	\$76.11
79	Senior Manager Group 3	\$83.24	\$92.05
80	SME - Manager Group 3	\$105.05	\$114.20
81	Junior Manager Group 4	\$31.12	\$46.85
82	Journeyman Manager Group 4	\$40.06	\$55.27
83	Senior Manager Group 4	\$51.83	\$66.91
84	SME - Manager Group 4	\$66.71	\$81.90
85	Junior Scientists and Science Technicians Group 1	\$42.23	\$74.41
86	Journeyman Scientists and Science Technicians Group 1	\$51.56	\$119.51
87	Senior Scientists and Science Technicians Group 1	\$70.51	\$133.59
88	SME - Scientists and Science Technicians Group 1	\$90.89	\$186.20
89	Junior Scientists and Science Technicians Group 2	\$54.88	\$83.12
90	Journeyman Scientists and Science Technicians Group 2	\$67.57	\$103.43
91	Senior Scientists and Science Technicians Group 2	\$90.00	\$115.15
92	SME - Scientists and Science Technicians Group 2	\$116.66	\$141.97
93	Junior Scientists and Science Technicians Group 3	\$50.29	\$57.82
94	Journeyman Scientists and Science Technicians Group 3	\$69.41	\$73.97
95	Senior Scientists and Science Technicians Group 3	\$80.78	\$86.08
96	SME - Scientists and Science Technicians Group 3	\$103.45	\$111.72
97	Junior Scientists and Science Technicians Group 4	\$43.27	\$55.50
98	Journeyman Scientists and Science Technicians Group 4	\$53.67	\$64.46
99	Senior Scientists and Science Technicians Group 4	\$64.77	\$72.31
100	SME - Scientists and Science Technicians Group 4	\$81.28	\$87.40
101	Junior Scientists and Science Technicians Group 5	\$28.00	\$38.95
102	Journeyman Scientists and Science Technicians Group 5	\$37.19	\$42.83
103	Senior Scientists and Science Technicians Group 5	\$46.21	\$47.08